

## **H.R. 6198, Emergency Paid Leave Act of 2020**

### **Who is eligible for the new emergency leave benefit?**

- Individuals who must take 14 or more days of leave from their work due to coronavirus and who were working in the 30 days before they were impacted by coronavirus.
- This includes employees (without regard to the size of their employer) and self-employed persons (including contractors and gig-economy workers).

### **How do workers qualify for the new emergency leave benefit?**

- There are four situations in which a worker will qualify for the benefit:
  1. The worker has a current diagnosis of coronavirus.
  2. The worker is quarantined (including self-imposed quarantine) at the instruction of a health care provider, employer, or government official, to prevent the spread of coronavirus
  3. The worker is caring for another person who has coronavirus or who is under a quarantine related to coronavirus.
  4. The worker is caring for a child or other individual who is unable to care for themselves due to the coronavirus-related closing of their school, child care facility, or other care program.

### **What is the new emergency leave benefit?**

- Eligible workers will receive a benefit equal to two-thirds of their monthly earnings. The monthly benefit is capped at \$4,000 per month. Individuals may receive up to three monthly benefit payments. The benefits will be available for leave occurring from January 19, 2020 (the date of the first U.S. coronavirus diagnosis) through one year after the bill's enactment.

### **How will the new emergency leave benefit be administered?**

- The new program will be administered by the Social Security Administration, which will receive additional funding for both the cost of the benefits and the cost of administering the program. Social Security's Trust Funds and regular administrative budget will be kept separate from this new program and cannot be used to administer the new program.
- Applications will be taken in a streamlined process in order to provide relief to workers affected by coronavirus as rapidly as possible—either online, by phone, or by mail. Individuals will not visit SSA field offices to apply. Payments will in most cases be issued electronically.

### **How will the new emergency leave benefit be financed?**

- Like other emergency actions, it will be financed by direct appropriations out of the general Treasury (not payroll taxes).

### **How will state and employer paid leave benefits be treated?**

- The federal benefit will be reduced by \$1 for every dollar in state or employer paid leave the individual receives in the month benefits are paid. State paid leave programs will be reimbursed for their cost of providing benefits to eligible individuals, up to the amount the federal program would have paid in the absence of the state program.